

Message Text

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47

ORIGIN NEA-09

INFO OCT-01 ISO-00 USIA-15 PER-05 AID-20 FS-01 /051 R

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NEA/PAB:ASCHIFFERDECKER (PHONE)
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ASIA/EMS:WASHTON (PHONE)
SER/MO:GZUNIS (INFO)
NEA/EX:BPWALKER
NEA/EX:TWDAVIS
PER/PCE/PPM/LP:AWEINSTEIN (PHONE)
----- 043993

R 052057Z JUN 74

FM SECSTATE WASHDC

TO AMEMBASSY KABUL

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E.O. 11652: N/A

TAGS: PER, AF

SUBJECT: LOCAL WAGE AND POSITION CLASSIFICATION SURVEY

REF: STATE 106337

1. PER HAS RETURNED THE EMBASSY'S LOCAL SALARY SURVEY DATA WITH THE COMMENT THAT IT HESITATES TO ATTEMPT TO DEVELOP A REVISED PLAN FOR THE EMBASSY ON THE BASIS OF THE MATERIAL SUBMITTED.

2. ELIMINATION OF SERIOUS DEFICIENCIES IN EVALUATION OF FRINGE BENEFITS WOULD REDUCE AVERAGE FRINGE BENEFIT ADJUSTMENTS BY APPROXIMATELY 9.5 PERCENT. THIS WOULD AUTOMATICALLY ELIMINATE THE PROPOSED BONUS OF 8.3 PERCENT AND REDUCE THE PROPOSED REVISED SALARY RATES BY 1.2 PERCENT. THEREFORE, OF THE 4.7 PERCENT AVERAGE INCREASE PROPOSED, ONLY A 3.5 PERCENT AVERAGE INCREASE IN SALARY RATES WOULD REMAIN

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POTENTIALLY WARRANTED; HOWEVER, ADDITIONAL FRINGE

BENEFIT EVALUATIONS ARE ALSO QUESTIONABLE.

3. THESE QUESTIONABLE FRINGE BENEFIT EVALUATIONS ARE ROUGHLY ESTIMATED AT 2 PERCENT OF EMPLOYEE'S PAY AND, IF THESE WERE FOUND INCORRECT, ONLY A 1.5 PERCENT AVERAGE INCREASE IN SALARY RATES WOULD

REMAIN POTENTIALLY WARRANTED. THE PROCEDURE DEvised FOR HANDLING SINGLE RATES REPORTED BY VARIOUS FIRMS (IN VARIANCE WITH THAT OUTLINED IN PENULTIMATE SENTENCE OF SECTION 2.2-3 OF LECH) LEAVES THIS REMAINING 1.5 PERCENT SOMEWHAT SUSPECT.

4. THE BUREAU IS THEREFORE REGRETFULLY RETURNING THE EMBASSY'S WAGE SURVEY ALONG WITH PER'S DETAILED ANALYSIS FOR FURTHER STUDY AND CORRECTIVE ACTION.

5. REVIEW OF TCN SURVEY NOT YET COMPLETED. KISSINGER

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Message Attributes

Automatic Decaptioning: X
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Draft Date: 05 JUN 1974
Decaption Date: 01 JAN 1960
Decaption Note:
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Disposition Case Number: n/a
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Disposition Date: 28 MAY 2004
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Drafter: CFPOLLEY:RM
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30 JUN 2005

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